



CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 1985
No. 50



Employers' NMFA Proposals Revealed:

Are You Prepared to Stand Up to the Employers' Contract Demands?

As the negotiations for the National Master Freight Agreement proceed, it is becoming clear what the big question is: are we, the rank and file, prepared to say NO to the employers? Although negotiations are proceeding slowly now, we could be faced with just that choice in a matter of weeks.

The initial demands of Trucking Management Inc. (TMI) are summarized below. TMI represents the large carriers which employ over half of the 200,000 NMFA Teamsters, and the TMI-IBT deal will likely set the pattern for all. The union is also bargaining with another group who put even more takeaway demands on the table (such as to cut wages to \$11 per hour).

They've Got What They Want

You can see what TMI's demands are, summarized below. Loads of takeaways, but many of them are just bargaining chips. *The fact is that the employers got most of what they wanted in 1982 (and since then through contract erosion and inaction by the International), and now they want to finish the job.* They want the same contract again, but now with a two-tier wage and benefit structure to undermine the future of the union, and maybe some production standards or other takeaways.

The ball is in our court now. It's *our side* which needs to take the initiative to protect our future and our contract. Are you willing to say NO to continued diversion of our cost of living? To any contract that fails to provide a major pension increase? To any contract without job security language with teeth in it? To any two-tier contract?

Jackie Presser is talking tough. He stated, "We won't give anything away and we mean to improve on what we have." The most recent IBT magazine reports that in the airline industry (also hit by deregulation) the IBT will "vigorously oppose" any two-tier contract. These are good words, but good words don't settle contracts, only a united and organized rank and file willing to say NO wins good contracts.

Information coming out of the negotiations indicates that Presser is willing to deal on the two-tier concession, and more. For a small wage increase and nice-sounding language he may be willing to give away our future.

Remember too that the cost of living payable on April 1 will be used for a

sales job. This year the COLA will be worth about 35c (after 11 of 12 months, it has generated 31c so far). It has been totally diverted each year, but this year we predict it will go to wages, as bait to hook the members.

The employers are watching the

um holiday pay for road drivers. Require hospitalization to collect sick leave.

• **Introduce production standards.** Completely rewrite Article 20 in favor of employers to allow production standards. Set up committees for

companies to "educate" employees.

• **Road drivers to do city and yard work.** Other work rules: eliminate local cartage classifications, past practices, starting time restrictions, shift differentials. Overtime only after 40 hours.

• **Eliminate all past practices,** including coffee breaks (Article 6).

• **Allow four hour casuals,** and "time worked by casuals while serving as replacements shall not be included in the calculation of seniority accrual."

• **Eliminate dovetail** in mergers.

• **"No change" in subcontracting,** doublebreasting, job protection.

• **Change Article 8** to restrict the union's right to strike over deadlocked grievances.

• **Provide language to allow Employee Stock Ownership Plans (ESOPs),** which are wage concessions.



Jerry Bond
Yellow Freight
Local 407, Cleveland

I sincerely believe that this may be our last chance to keep the contract and the union, as we know it, together.

I can't honestly give my vote to a contract that creates a second class Teamster. Sometime in your life, you have to take a stand. I'm taking a stand on this contract, for my own future and the future of my children.

members. They know it's easier to get Presser to sign it than for us to vote for it. They are worried the members will throw it back like the relief rider.

TDU is committed to making the negotiating committee live up to their promises. We're working hard to reach each and every Teamster involved. We need your help. If they present a contract with a small wage hike and a token pension boost, in exchange for more takeaways, will the rank and file be willing to sell our future for a few pieces of silver? Or will we stand together and say NO? We have little time to spare. Contact TDU today to find out what you can do to help.

Summary of Employer Demands

• **Two-tier contract,** to establish second class Teamsters.

• **Continue to divert our Cost of Living Clause.** This would continue the big concession of 1982. Also, no wage hike was offered in the TMI proposal.

• **No pension hike.** Other fringes: give up two holidays. Eliminate premi-

Key Demand Omitted from Carhaul Proposals

International Defies Members, Local Unions

Both union and employer proposals for changes in the carhaul contract are on the table. The contents should serve as a warning to carhaulers.

Although a number of good proposals are covered in the union position, there is one gaping hole that is an insult to all carhaulers and their local unions. The top union officials in charge of negotiations have refused to make any positive change in Article 22, despite proposals for elimination or drastic change of this article from 37 local unions covering 90% of the members in carhaul.

Article 22 was utilized in 1982 and 1983 to rewrite the contract with no vote of the members to allow running mile pay in the Central, Southern and Eastern Conferences. The only posi-

tion taken by the national negotiating committee was to put guidelines into the contract to allow the running mile.

The employers have proposed an encyclopedia of takeaway demands which warn of their future plans for carhaul employees. But management has gotten so many takeaways from the Joint Committees during this contract that it seems likely they hope we will be fooled into voting yes if their worst demands are not included in a proposed new agreement.

In their proposals for the first 34 articles, which cover all conferences and jurisdictions in the industry, the employers make clear the main thrust of their future plans.

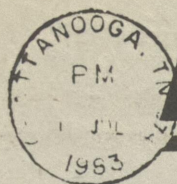
Management clearly plans to con-

continued on page 12

Inside

Response to Truckers Digest.....	p 2
DOL Hits Roadway.....	p 3
McLean Death Threats?.....	p 4
Pension Pitfalls.....	p 7
UPS v. Roadway.....	p 9
Danger on Yellow Dock.....	p 10

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600



From the Members

"We Deserve Every Dime"

The following two letters were sent by members to Truckers' Digest, the monthly newsletter published by Trucking Management Inc. (TMI). We reprint them here as they raise issues of importance to all freight Teamsters.

I read your *Truckers' Digest* dated December 1984. I am a line driver for Roadway Express in El Paso, Texas. From your report you seem to think all people under the National Master Freight Agreement are overpaid. I've been driving a truck for 31 years, and I want to tell you one thing, if it wasn't for the line drivers, dock people and pick-up people, where would the companies be today?

Take Roadway—the first 20 people in command earned a salary and bonuses of more than 6 million dollars a year. Then you come along and say the bottom line of help is overpaid. I have news for you. Right here in El Paso they have more supervisors than

dock help. They could save a lot of money by cutting a lot of these people out, such as controllers, dispatchers and assistant terminal managers. I wonder if the head people at Roadway have ever thought of cutting out the bonuses for terminal managers and relay managers. See how they feel about losing the bonus.

Another thing, this company does not know how to treat people like humans. They think we are all machines. There is constant harassment, at all the terminals. You work with people and they will work with you. But not here. They act like we are all a bunch of bums.

Now about your productivity. I would like to have one of your staff go to any Roadway terminal, unannounced, and go on a truck that has not been set up just for such a test, and see some of this equipment. Most of the trucks will not maintain 55 mph. We write the trucks up for no power, and

the shop says "it meets Roadway's specifications." There's nothing we can do but drive them like they are.

I've busted my butt just like a lot of the other drivers here and we deserve every dime we get. We're the ones who fight the rain, snow, ice, fog, and get the job done. Another thing you never hear any of the top brass say: "You people have done a good job for us and we appreciate it." You would probably get more out of everyone by just a kind word once in a while, instead of all the harassment.

If you agree or disagree, I would appreciate an answer. Thanks for reading my letter.

Bill Rusca
Local 941
El Paso, Texas

TMI Study One Sided

In reading the article in *Truckers' Digest* (Trucking Management Inc. propaganda sheet) "NMFA Carriers at Competitive Disadvantage," it does not take much to see the study by Peat Marwick falls far short of the total picture of labor costs.

I would strongly suggest that in the next issue of *Truckers' Digest* you give the total picture. This must include the costs of top management. Why did the article leave out the salaries of the top five executives of the major trucking companies?

The article is so one sided that I would ask Peat Marwick for a full refund for the cost of the survey! I would even suggest a case of fraud in reporting only half the costs picture.

Soon Have to Pay Company to Work

I have been a member of Local 579 in Janesville, Wisconsin for a number of years. When I first started working for my present company, McMorHan Trucking Co., we had what I feel was a very good contract, at least for this area.

We got 28c a loaded mile on special commodity loads and 21.5c per empty mile. All loading and unloading time for special commodity loads was paid at \$11.77 per hour. Breakdown time was paid in full.

Then we were blessed with Brendon Kaiser as secretary-treasurer of our local. The first thing that he did when it came time to negotiate our contract was to tell us that in order for the company to be competitive we had to go to a percentage contract, which cost most drivers \$100 a week or more. We were also asked to pay part of our health insurance, which the company had always paid in full.

As soon as the contract was in place the company's owner purchased a 400

Of course the total management cost includes use of company cars, credit cards, travel and so on.

John R. Cetinske
Local 63
Victorville, California

acre farm at a cost of over one million dollars. Soon after he also started up Yellow Bird Transport, Landover Transportation and Foodliner Trucking, all of which were non-union. These companies took business away from the present firm.

Recently we were asked to take further cuts in pay and benefits. One week of vacation was given up, all sick days, four holidays and mileage went down to 19c.

We feel that if Kaiser is allowed to negotiate another contract for us we will have to pay the company to work for them.

Also, if people of this caliber are allowed in this position, the labor movement will cease to exist. Many members at smaller companies have heard of our so-called labor agreement and are turned off completely by the recent action of Local 579.

Charles Lutes
Local 579
Benton, Wisconsin

Ride Out the Anti-Union Storm

I believe that we have to concentrate on strengthening the National Master Freight contract. Never give up anything! We have labored too hard to give in. We must continue to ride out the "anti-union storm" by keeping a strong but steady course for our union's survival.

Paul Lawrence
Local 526
New Bedford, Massachusetts



Folksinger Pete Seeger will be performing at a special benefit concert for TDU in Detroit, Michigan on April 26. Seeger, a long time supporter of union causes, has been bringing his music to the labor movement for over 40 years. Members in Michigan and their friends won't want to miss this event. For ticket information call TDU at [313] 842-2600.

West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office call: (408) 971-1035; or write: TDU, PO Box 8548, San Jose, CA 95155.

TDU Steering Committee

Co-Chairs:

Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Cliff Coonley, #600

Organizer:

Ken Paff, #407

Trustees:

Mike Friedman, #407
Konstantine Petros, #20
Maralee Smith, #142

Members:

Emil Abate, #853
Barbara Boriotti, #804
John Braxton, #623
Manuel Diaz, #679
Brian Elliott, #966
Linda Gregg, #435
Jim Wardell, #710
Alternates:
Kyle Ray, #413
Sam Fenn, #63
John O'Brien, #445

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

Copyright © 1984 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.



Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1984 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

BMCS Regulations Up for Review

Last fall, Congress passed the Motor Carrier Safety Act. Under this law, the Department of Transportation (DOT) was ordered to issue new Federal Motor Carrier Safety Regulations and amend old ones, with the purpose of enhancing driver and public safety.

The general public will be able to comment on these regulations until March 11, 1985. TDU urges all drivers to write the DOT on their views (see model letter and address at right). The areas of proposed rule making now up for comment are:

1. *General Driver safety and health regulations.* These do not include equipment changes or hazardous materials regulations. The DOT has requested suggestions on "more stringent safety and health standards with respect to work activities of employers and of commercial motor carriers."

Although the DOT has not said what they will do with these regulations, TDU has some suggestions. Write them with yours.

2. *Log Books.* The DOT is again suggesting the elimination of certain items on the log books. In a prior rule-making they had suggested cutting the following items: total hours for each tour of duty; shipping document numbers or other shipper identification; third point of origin; destination or turnaround point; total daily miles; and, name of co-driver. TDU feels these items are necessary for enforcing regulations.

3. *Clarification of the 60/70 hour on duty period.* The DOT has stated that under present interpretation drivers may be on duty over the 60/70 limit, if they are not driving. TDU believes strongly that companies should not be

We suggest you write the DOT to express your support for improvements in safety and hours of service regulations. The address and a sample are below:

Mr. Kenneth Pierson
Director BMCS
400 7th St. SW
Room 3404
Washington, D.C. 20590

Dear Mr. Pierson:

I strongly urge the DOT to strengthen the safety and hours of service regulations, and make them enforceable. At present, carriers can force drivers to consistently work at the maximum of 70 hours in eight days, and force fatigued drivers on the road. I suggest that "babysitting the phone" be eliminated. Drivers must have call-in times or other means of using their off-duty time for true rest and relaxation.

Driver fatigue rules must be rewritten. At present carriers are **never** found liable for sending a fatigued driver on the road, under penalty of firing. Drivers must be protected in their right to refuse to work when fatigued.

Finally, I urge the DOT to retain all items of information on the logs. They are necessary for enforcement. Thank you.

A concerned professional driver.

able to abuse this regulation, and should be forced to adhere to the 60/70 limit.

4. *Written examination for drivers.* Three possibilities are being considered by the DOT: A pass/fail test; elimination of the written test; or updating

the current test.

5. *Requirement of an additional state or national driver's license for hazardous materials drivers.*

Remember, the cutoff date for writing the DOT on these matters is March 11, 1985.

Legal Briefs

New York State Sues McLean.

The New York Attorney General has filed suit against McLean Trucking, charging them with endangering the health of its employees by failing to train them in the safe handling of toxic chemicals.

The lawsuit is the first brought under New York's Right to Know Law (a law specifying that employees have the right to know exactly what chemicals they are working with). The lawsuit charges that several workers were injured and required emergency medical care following a chemical spill during unloading at the Newburg, New York McLean terminal.

No safety equipment was given to the dockworkers who cleaned up the spill.

The Attorney General explained that McLean violated the law by failing to instruct and train workers in the safe handling of toxic chemicals, by failing to post signs informing employees of their rights under the law, and failing to keep records of employees who handle toxics.

New York Teamsters Win Board Charges.

An NLRB judge has ruled that New York Local 282 must begin appointing working foremen "through a legitimate, non-discriminatory procedure." The working foremen positions are considered plum positions, and the local has had the practice of appointing chosen members for the \$30,000 - \$60,000 job of checking the union books of drivers at work sites.

The NLRB charges were filed by TDU members Ted Katsaros and Walter Kudla. According to their attorney, Dan Clifton, the ruling "throws a monkey wrench into their patronage system." The judge ruled that Katsaros and Kudla were illegally denied working foremen jobs, and that they and all other Local 282 members must be considered for them equally.

Health and Welfare Benefits Cut Off?

The Central States, Southeast and Southwest Areas Health and Welfare Fund, like some other Teamster funds, has a policy of cutting off benefits to Teamsters who have the misfortune of working for companies who become delinquent in their payments to the fund. In other words, the victim is punished.

Even worse, a Teamster in this position is not allowed to make self-payments to maintain benefits. TDU is trying to do something about this. If you or anyone you know works for an employer who is delinquent and has therefore suffered a cut-off of benefits, please contact us immediately.

OSHA Required Reports Must Be Posted in February.

From February 1 to March 1 employers are required to post the number of job related injuries and illnesses that occurred at each work site during 1984. If your company doesn't, contact TDU and your local OSHA office.

Originally Fired Over Safety Concerns

Roadway Ordered to Reinstate Driver

The U.S. Department of Labor (DOL) has ordered Roadway Express in Lake Park, Georgia to reinstate road driver Jerry Hufstetler to his job. So far, the company has refused, and is launching a dangerous attack on the Surface Transportation Assistance Act (STAA).

In preliminary findings issued after a year long investigation, the DOL determined that Roadway violated the STAA by firing Hufstetler.

Fired for Protected Activities

He was allegedly fired for creating a false breakdown, but the DOL found no evidence in this claim by Roadway. Hufstetler states that he had been paid thirty minutes delay time while a mechanic repaired a loose wire and a marker light. Roadway claimed that he had pulled the wire loose, thus stealing thirty minutes of time.

The mechanic and other witnesses supported Hufstetler's statement. He offered this and other evidence of his innocence, including a lie detector test, to Roadway, but the company refused to accept it. The DOL found Hufstetler's version of the facts credible while finding no evidence to support Roadway's allegation.

Hufstetler says his discharge came shortly after the terminal manager had threatened to "personally see to it that you get yours," because he had repeatedly pointed out defective equipment.

Best Drivers Penalized

He said Roadway had also threatened him because of what they termed "excessive breakdown time," which was time taken to repair defective or

unsafe equipment. Hufstetler points out that it is the best drivers, those who can spot the defects, who are penalized by Roadway. He had also repeatedly complained to the Transportation Department about safety problems with Roadway's trucks.

The DOL found that these protected activities were the real motivation behind his termination. Although Roadway has been ordered by the DOL to put him back to work, they have refused. At last report, they have obtained a preliminary injunction against reinstating Hufstetler from a judge in Atlanta, and are seeking to have the reinstatement portion of the STAA ruled unconstitutional—a dangerous attack on this provision.

TDU will keep drivers informed on this case.

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Dockworker Files Charges, Supervisor Arrested

McLean Using Death Threats?

Conditions at the Cincinnati, Ohio McLean terminal have reached a new low—and one Cincinnati dockworker isn't going to take it any more.

Recently, Local 100 member Nate Rowan was approached by supervisors Hank Royal and Mark Doerger. "They backed me into a corner and used the most profane language I have ever heard," Rowan stated after the incident. "They said they were going to bash my head in. Doerger, who stands about six feet, ten inches tall, told me he would tear my head off. Royal had me backed against the wall in the trailer until I finally escaped."

Rowan ran to his car and drove directly to the police station. He filed charges and a warrant was issued for the two supervisors. Later, police nabbed Doerger at the terminal, frisked him, and dragged him out of the terminal in handcuffs.

A court date was set for February 15, but later postponed at McLean's request until February 22.

This kind of harassment is nothing new to Cincinnati McLean workers, who have endured an all out campaign by management for over a year. Similar harassment at McLean termi-

nals in Atlanta, Georgia and Newburg, New York has halted, following pressure from members. But the brutal and inhuman campaign in Cincinnati has gone from bad to worse, with management given a free hand from McLean headquarters to use any tactics they see fit, including physical threats.

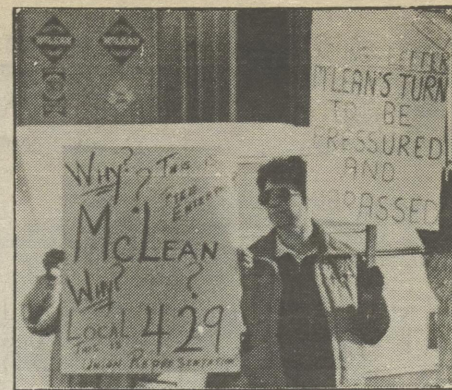
"I think they are trying to run us off," Rowan said. "They don't like the union and they don't like the older workers."

How low can this management team go? When Rowan returned to work after filing the charges he was confronted by terminal manager Dave Boyle. Boyle claimed Rowan hadn't done enough work on his shift, crumpled up his production card and slapped Rowan in the face with it. The assistant terminal manager then tore the card up, threw it on the dock and told him to pick it up.

Despite appeals to the International Union and much publicity, no help has come for the McLean workers. Many have already quit in disgust, and more are likely to follow unless relief comes soon. In the meantime, Nate Rowan

plans to follow through with his charges against Doerger and Royal, forcing them to try and defend their actions in court.

If you believe, as we do, that no Teamster should be subjected to these kinds of conditions, then join us. TDU is dedicated to building a union where no member is allowed to be treated like an animal.



Pennsylvania Local 429 McLean workers' wives picketing last spring.

TMI Proposals Add Up to Negotiated Theft

by Darryl Holmberg
Local 722
Peru, Illinois

After hearing of TMI's proposals from TDU it literally made me sick to my stomach. After many years in the industry I, for one, am tired of being treated like a slave.

Yeah, I've heard about how good we've got it and all that big money we're making. Well, let me tell you about it. Last week I made \$900. Sound good? That includes 69 hours of work, 39 hours in a motel, and 29 hours confined to the house waiting for my master's call. My servitude to CF netted me about \$6.50 an hour.

Life on the road is tough, but life on the dock seems to be unbearable. Our masters at CF push these guys so hard and demand so much more productivity, that when it comes time for lunch or their 15 minute breaks, nobody eats—they spend their time resting, totally exhausted from the inhuman workplace. It used to be that 2,000 lbs. an hour was enough. Now they want 3,200 and four bills. God only knows what they'll want next year.

The companies' proposals, if accepted, add up to nothing more than negotiated theft. A paltry wage increase won't cover up that fact. If the union accepts a two-tier wage, it's not only a rip off, but the beginning of the end of the union. If we don't have protection against inflation, by getting back our COLA, it's grand larceny. If we lose our past practices, allow the

company to fire dockworkers through lousy production standards, and see no action from the union on outlawing scab drivers and scab companies stealing our freight, then we're being mugged by corporate bullies in neck ties.

Jackie Presser is negotiating this contract, and he may be facing indictment on—you guessed it—stealing the rank and file's money to the tune of a quarter of a million dollars. We can't let the companies and Presser steal our jobs. We can't let them cheat us out of our dignity.

We Need a Strong Union

A strong union would never allow their members to be humiliated. A strong union would never stand for mealy-mouthed compromise with the employers. Perhaps the dictators of the trucking industry need a good strike to show that we are not without the power to end the daily humiliations, 70 hour slavery and the destruction of our family lives. Perhaps the union will be strong and get tough with those employers who laugh at our weakness and squeeze out every bit of life that this union has.

Don't bet on that happening. Don't bet on Presser doing anything but cutting more sweetheart deals. It's up to us to end our slavery. It's up to the rank and file to turn down any contract that steals our wages, our working conditions and our jobs. Don't be cheated. Stay strong and tough. It's our only hope.

Freight Lines

Word Is Out: No Deal for Northwest Transport.

Northwest Transport President Jerry McMorris has announced that he has already made a deal with the Teamsters for a two-tier contract, and the members will not get to vote on it. It's a lie, but too many people believe things like this. Time to get the word out. NWT is a Denver-based carrier which is highly profitable and growing. It seems those yelling loudest for more concessions are usually the ones that have no excuse for them at all.

Employers Discover New Math.

The trucking employers' group TMI puts out the *Truckers' Digest*, designed to soften us up for the coming NMFA contract. The December issue claims on page one that the "average" road driver under the NMFA is compensated \$43,354 per year. Page two claims the same average fellow drives 93,124 miles per year. By our calculator, at 32c a mile that's \$29,799.68. Hmmm. Maybe TMI has something else in mind here, but we'll never know. When we called to obtain the "study" they claim these figures came from, they said it's "not available."

Roadway Steals Coffee Breaks.

As previously reported in *CD*, Roadway is conducting a concerted campaign to eliminate all paid coffee breaks, which most Americans consider a basic right. They have now actually eliminated the breaks for casuals working at their breakbulk near Chattanooga, Tennessee. Chattanooga Local 515 officials, operating with their usual approach, feel "you're lucky if you're working."

Roadway earlier demanded an end to all coffee breaks and wash up time at their Toledo terminal, and has also posted notices in San Antonio, Memphis and elsewhere that any employee hired from now on will have no past practices (including coffee breaks). Grievances were filed in these cases, with no reported resolution yet. TMI (with Roadway included) has a contract demand on the table for the NMFA to eliminate all past practices.

Roadway Hit on Violation of New York State Law.

Roadway Express has been charged with violating New York Labor Law for its practice of compelling job applicants to pay for their pre-employment medical exams. The New York Attorney General has ordered Roadway to halt the practice, directed them to refund at least 117 employees and charged them \$50 for each violation. Attorney General Robert Abrams stated that, "This is an important precedent-setting decision which guarantees that job seekers will be able to apply for work even when they cannot afford pre-employment medical exams." The medical fee is normally \$25 to \$30.



"Let's Start in Own Back Yard"

Trucking Clericals Need Union

by Wanda Ellerman
Los Angeles, California

I have been an office worker in the trucking industry for over 25 years and have been active in the union for much of that time. Over a month ago I addressed a letter to Vicki Saporta, International Teamster Organizer, about the need and potential to organize thousands of office workers in the trucking industry.

She has stated that the Teamsters are going into the white collar fields. It would seem then that we should start in our own backyard—in the freight industry and related trucking fields.

Many office workers for companies like Yellow, Ryder/PIE, Roadway, UPS and other trucking and warehouse outfits are non-union. In most areas the NMFA does not even have a supplement to cover office workers, although we do in the Western

Conference.

Office workers started to organize into the Teamsters in the 1950s. In 1967 we organized the PIE breakbulk in Akron, Ohio where I worked. We were told Hoffa was planning in the next contract to bring all office workers at freight lines under the contract and bargain nationally for them. Hoffa went to jail and nothing was done.

Now we have a large percentage of non-union workers at major freight lines. Office workers who are Teamsters are often under white-paper contracts with little bargaining power. They have no rights under changes of operations, because they are not party to the NMFA.

It is now hard to defend our existing conditions, such as the eleven state Western Office Supplement to the NMFA, due to a lack of organizing elsewhere. With the introduction of

high-tech equipment companies have begun to centralize office operations, purposely locating them at non-union facilities. The union has watched this loss of union jobs without acting. Also, companies have installed new computerized equipment and refused to train union employees, thereby classifying them as unqualified and laying them off.

The U.S. Postal Service contract provides for a 60 day period to train employees to handle this new equipment. We need this in our contract.

Many times office workers with years of service at union terminals have been forced to transfer to other non-union terminals, resulting in the loss of pension benefits. We hear so much about the Teamsters going outside the trucking industry to organize office and high-tech workers. How about starting right at home?

"Public Policy" Exception Can Be Used

Fighting Retaliatory Discharges

A Teamster Business Agent successfully sued his boss after he was fired for refusing to commit perjury before a California legislative committee. Lawsuits such as this one are filling the court dockets as many fired employees seek relief through the judicial system after being fired in retaliation for various protected activities.

Until recently, retaliatory firings of workers not protected by a contract were legal, with the law stating that a worker could be fired for any reason. The courts called this the "Employment-at-Will-Doctrine."

But some states have recently recognized exceptions to this, called "public policy" exceptions, and emphasize that workers may not be discharged in retaliation for asserting their rights when these rights are guaranteed by law.

Last month *CD* reported on the case of truck driver Mel Lewis, who was fired for refusing to report to work when his log books showed that he was "out of hours." Lewis' TDU attorney effectively used the public policy exception to win Lewis \$80,000.

Although these legal exceptions have been primarily used for non-union employees, they can also be used by union members in wrongful discharge cases. Examples along these lines include Michigan and Indiana employees who won awards for damages after they were fired for filing workers compensation claims, and an Oregon employee who was fired for volunteering to serve on a jury, and later won back wages.

But while some union employees have used the law effectively, it is still unclear whether it will be generally applicable. And, of course, union members should always seek to get their job back through the grievance procedure.

Should these steps fail, using the public policy exceptions may be helpful, and more states are recognizing the doctrine each year. At this time, courts in California, Michigan, West

Virginia, Arizona, Pennsylvania, Idaho, New Hampshire, Indiana, Oregon and Wisconsin have stated recognition of this exception.

Use of the exception has another advantage: under the collective bargaining agreement you are only entitled to back pay and benefits, but in a wrongful discharge case the employee who can prove he was fired in retaliation may also receive punitive damages.

Other laws protect workers from retaliation for filing board charges, taking legal action, or race, sex or age discrimination, or for belonging to TDU or other union activity. Because of the number of remedies available, it is always best to consult a labor attorney if you have been fired. But at a time when management is aggressively attacking workers' rights it is good to know that there is another course of action to take.

Short Takes

Which Side Are You On? That's the title of an old labor song, and a good one. Many Teamster officials never heard it. Take Gene Shepherd, for example. He was an International Rep in the Western Conference who headed up grievance panels and negotiations, until last year. Now he runs a "management consulting" outfit. He's not alone. Freeman Busche was the president of Ft. Wayne Local 414 until last month. Now he's a labor "consultant" with C.F. (which just happens to be the largest trucking barn in 414). Busche was working for the other side within two weeks of being voted out by the members.

Woody Young can top that. He was president of Grand Rapids Local 406 until last month. Two weeks later...vice president at Parker Motor Freight. Meanwhile, he filed an election protest against his own running of the election, and his friend Bob Coy (head of the Michigan Joint Council) says the wrong man won, so hold a new election.

But Young (being management) is not eligible, according to the IBT Constitution, so the local election committee printed ballots without his name on them. Overruled again...by Bob Coy and the Joint Council. Management people are eligible to run, they say!

Father and Son. Here's another one. Dan Darrow is the chief union man for all 90,000 UPS Teamsters. He's a Presser man from Ohio. Dan's son Larry works...you guessed it...at UPS in management, Cincinnati, Ohio.

Thank You Department. On February 1, some good union officials and staff members from several unions sponsored a fund-raising party for TDU in Boston. Over \$700 was netted and a good time was shared by all. While we're on this subject, special thanks go to hundreds of TDU members who donated over \$10,000 in response to our letter sent out two months ago. An additional \$4,000 was pledged.

Dining with the Boss, Roadway Style. At Roadway's big Toledo terminal, management decided to be Mr. Nice Guy (after a year of harassment, trying to eliminate coffee breaks, etc.) and threw a little shindig for the dockworkers at a combined luncheon and safety meeting.

Apparently the hypocrisy made everyone a little sick to their stomach, as the platters of roast beef sandwiches, ham and cheese, potato salad and baked beans went untouched by the dockworkers. But no one went hungry, as a couple of guys ordered pizza for all and had the pizza van deliver it right to the dock! From all reports the pizza was great and the managers, who ate in stony silence, were left with a bad taste in their mouths.

Your Ballot for a Good Contract

Cast your ballot for a decent contract now, and support TDU at the same time. TDU stands—and works—for strong contracts and a better union for all Teamsters. Can you afford not to be a member of TDU? Join today—and be proud once again to be a Teamster.

JOIN TDU

TDU Membership Application

Name _____ Local Union # _____
Address _____
City _____ State/Prov. _____ Zip _____
Phone () _____ Company _____
City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

- ☐ \$25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.
☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)
☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

The Steward's Corner-Please Post

How to Organize a Stewards' Council

Along with the push for concessions by major trucking companies and other Teamster employers in recent years has come an equally destructive attack on working conditions and contract language.

What can be done to counter these various harassment and productivity schemes, and rebuild the union members' strength on the shop floor? One solution is to bring to life an old concept—a stewards' council.

Management Knows How

Ask almost any Teamster and they will tell you that their company has changed drastically over the last several years—most likely bigger, and more likely owned by a multi-national corporation.

What's happening? Trucking management (and other Teamster crafts also) are coming of age, picking up the productivity schemes from other employers and "consultants," and sending their supervisors to classes to learn the latest techniques in breaking the union's strength. They've learned how effective constant, organized pressure can be and are playing it to the hilt.

Isn't it about time that we learned some of these lessons, too?

Basically, a stewards' council brings stewards within the local together with BAs and local officers to share information and hash out strategies for protecting and strengthening contracts.

What exactly can a stewards' council do? Here are a few of the things:

- **Bring stewards together to share information.** Too often, Teamster stewards are working in isolation. Management works together. We need to, also. Just sharing information can be a big help.

- **Open up communication between members and officers.** A stewards' council can act like a telephone line between members and officers, transmitting information both ways.

- **Training and educating stewards.** Through the council new stewards can learn more quickly. Ongoing training can be done on the grievance procedure, and other important matters.

- **Develop leadership.** Good leadership doesn't come out of the blue. There have to be structures to help encourage and develop future leaders.

A council is one way.

- **Coordinate and unify.** Defending the contract and working conditions is a tough, never-ending job. New ideas can be encouraged, tried and true tactics made known to all stewards, and coordinated grievances can be filed at different barns or shops.

With a cooperative local leadership, organizing a stewards' council should not be difficult. Talk with other stewards to see if there is interest, and plan to submit an amendment to the local union's bylaws to establish the council as a formal body. For help with this, contact the TDU office.

If your local leadership is likely to oppose the idea of a council, it is still possible to set up an informal structure outside of the local.

Whether the council is initiated by the rank and file or sanctioned by the local, make sure it is organized in an effective manner. Some suggestions:

- Set a regular meeting time for the council. Once a month is best.

- Make it a part of all stewards' duties to attend.

- Make sure every session has an agenda so that meetings do not become "bull sessions." Balance the agenda with reports from different

stewards, reports on pressing problems, and time for open discussion by all present. It should *not* just be a forum for officers to give speeches or pat themselves on the back, but a real working body.

- Set up presentations by outside speakers, on topics like health and safety, political issues or legal rights.

- Do not allow council meetings to become political forums for different factions in the local. This will turn off the members.

A stewards' council can be a big asset if it is done right and organized creatively.

"Ghosts" Come Back to Haunt Presser, Friedman

Presser Indictment Nears

On February 1 the news media reported that the indictment of Jackie Presser for embezzling union funds by paying ghost employees came a step closer to reality. A prosecution memorandum was finalized by the U.S. Attorney in Cleveland and sent to Washington. This action is the step before an indictment, which Justice Department people say off the record could come as soon as early March.

The document also calls for the indictment of Harold Friedman, a crony of Presser's and his first appointment as an International VP. Presser and Friedman are the highest paid union officials in the country, and jointly control Cleveland Local 507. This local was created by Presser's father in 1966, who then installed Presser and Friedman in charge of it and transferred members from other Teamster locals into it. Also recommended for indictment is Tony Hughes, a long time associate and business partner of Presser's.

The indictment is far from definite, since it is subject to review in Washington and there has been widespread speculation about possible political deals. However, two "ghosts" have already been convicted on the exact same set of facts. They received weekly paychecks from Local 507—for years—without actually working for the local at all. One is Presser's uncle, Allen Friedman. The other is Cosa Nostra figure John Nardi Jr. Presser

and Harold Friedman both signed each and every check to these men.

What Would it Mean?

If Presser is indicted, there will be a jury trial in Cleveland, probably later this year. Of immediate concern would be the impact of an indictment on the current negotiations for the NMFA and other national negotiations. Some rank and file Teamsters are angry that the indictment, which has been delayed so long, could come at this time.

If convicted, Presser would be forced by law to vacate office immediately, due to the new Labor Management Racketeering Act, which TDU supported. At that time the General Executive Board, under current proce-

dures, would meet and choose a successor from among the ten possible successors for the job. About half of that ten are considered politically impossible choices, leaving a few hopefuls. TDU, however, contends that there should be an election by all Teamsters to choose a president, should a vacancy occur.

Want the background on Presser's career? Order The Presser Record from TDU. Free to TDU members. Others send \$1 or more. Want some of the details behind the ghost employee case? Order a photocopy of the document submitted to the federal courts for a warrant to search Presser's offices. \$5 for copying and mailing costs.

Kansas City Election Brings Changes

When ex-Teamster President Roy Williams stepped down as president of the 9,000 member Local 41 in Kansas City, he put Del Nabors in charge. But a month ago the members voted Nabors out of office, and departing with him were staffers who read like a who's who of organized crime families in the area.

Nabors narrowly lost to John Coutts, who had long worked for the union under Williams. Coutts portrayed him-

self as coming in to reform the local and bring it back to the members. Within two weeks Coutts had also taken the reins of Joint Council 56, which covers fourteen locals in western Missouri and Kansas.

Among those losing their jobs were Sam Ancona, former assistant to Roy Williams and considered by federal agents to be the mob's top man in the K.C. Teamsters. Also fired were Nabor's son, an ex-girlfriend of convicted crime figure Carl Civella, the stepson of Carl DeLuna (convicted with Civella for a skim operation involving Las Vegas casinos), and the son and son-in-law of another crime figure, Charles Moretina, also in prison for the casino deal.

It remains to be seen what the housecleaning will mean for the rank and file members of Local 41.

Save the Date!
October 5 & 6
1985 Rank and File
Convention
Chicago, Illinois



Despite Immense Odds:

Strides Made by South African Unions

The last several years have not been easy for the American labor movement. But for a minute imagine being a union member in a country where:

- You could be fired immediately for striking.
- Nearly all strikes are illegal.
- All picketing is prohibited, even during a legal strike.
- You could be detained without being charged, then jailed indefinitely.
- As a union leader you could be tortured or killed.

Impossible? Not in South Africa, where black trade unionists face these obstacles daily in their efforts to organize unions and improve working and living conditions for their members. Confronted with these odds, you may think they are making little headway, but, in fact, South African trade unions are growing dramatically and having a strong impact on South African society.

Black South Africans have strong reasons to organize. Unemployment is 25% in white controlled areas, and wages drastically lower: black miners make about \$260 a month compared to whites' \$1,395. Under the apartheid

system of the South African government, blacks have no democratic rights: no right to vote or hold office and no right to own land outside of designated "homelands."

These conditions were pushed into the spotlight here in the U.S. recently when major community and political leaders started picketing and sitting-in at the South African Embassy in Washington.

Prominent labor leaders have joined the ranks of those arrested. UAW President Owen Bieber was arrested in January, as were many others, including UAW Vice President Marc Stepp, AFSCME President Gerald McEntee, and ACTWU Secretary-Treasurer Jack Sheinkman. In San Francisco, longshoremen voted in October not to unload South African goods. For ten days they refused to unload cargo, losing nearly \$80,000 in pay for their protest.

So far the Teamsters have not joined these many other unions in support for union and political rights in South Africa. In the past, the IBT has expressed vocal support for Solidarnosc, the Polish union.

Jackie Presser picketing or being

arrested at the South African Embassy along with other labor leaders would boost the reputation of our union and its leadership. It would be a source of pride, instead of a reason for shame, as is Presser's potential indictment.

Union organizing efforts are not new



Officers and members of many unions have joined the picket line at the South African Embassy in Washington.

to South Africa, and the government has responded brutally at every attempt. In 1946 twelve strikers were killed during a mineworker's strike. In 1982, white labor activist Neil Aggett died in his prison cell. Another common tactic is for the government to ship striking workers back to the "homelands," or to refuse to renew work permits.

Despite this opposition, black unions have made great strides, and two major federations have grown. The Federation of South African Trade Unions (FOSATU), which covers workers in auto and other industries, has grown to roughly 150,000 members, and the Council of Unions of South Africa (CUSA), made up of mine-workers, construction, food and beverage, and other workers, has reportedly reached about 100,000 members.

Facing GM—In South Africa

Ironically, South African unionists face the same employers that American unionists do—GM, Ford, IBM and Phelps Dodge, along with many others, have a stake in South Africa.

In the United States a campaign is being conducted to encourage public, church and community investors in these corporations to divest from them in protest of their support of the South African government.

While defenders of the apartheid system claim that these companies are helping to end discrimination, South African unionists disagree. As one food and cannery union organizer put it, "The only difference between Del Monte and the South African companies is that Del Monte has a black as the public relations man. Behind the public relations everything is the same."

Great strides have been made by black South African unionists, but there is a long way to go. Support from U.S. unionists is a help in their work, and the recent arrest of union leaders here is a good sign. Isn't it time that the IBT joined other major unions to lend a hand?

For more information on the situation in South Africa, contact the Africa Fund, 198 Broadway, New York, NY 10038.

Know Your Pension Rights

Pitfalls of Pension Reciprocity

by Bob McGinnis
Local 710
Chicago, Illinois

I would like to point out to other Teamsters what I call the "pitfalls of reciprocity in pensions." It goes like this:

If you are a participant, for example, in the Central States Fund and move to the Local 710 Fund in a change of operations, and you have let's say 15 years in Central States and 5 years in Local 710 and you are 60 years old you'd be eligible to get a total of \$787.00 per month.

How does that work out? Well, you would get 15/20 of Central States and 5/20 x \$775 = \$581. And then you would figure 5/20 of the Local 710 Fund, which would work out to 5/20 x \$825 = \$206. Hence, the total of both is \$787.

But if you wanted to work until 62 for social security then see what happens! You'd get 15/22 x \$775 which equals \$528, and 5/22 x \$825 which equals \$262, and it all adds up to \$790 or a whole \$3 more for your two extra years of service!

In my own case I've worked the last two years and gained only \$14 in Local 710 and lost \$14 in Local 705 (I changed from Local 705 to Local 710). If I work one more year Local 710 will pay me about \$20 and Local 705 will never have to pay me anything. That is, all my credits in Local 705 would go down the drain!

This is how these lawyers and trustees scheme to keep control of our pension monies.

If the above situation were reversed—that is, if you had more years in Local 710 and then transferred to Central States, then your pension

would be reduced, as this fund pays less than 710.

The sad fact is that many Teamsters have found themselves in this position after changes of operations landed them in another pension plan.

The Central States, 710 and 705 pension funds have "reciprocity agreements" with each other, so at

Local 804 Plan Has 30-and-Out with \$1175

The UPS Union Retirement Plan, Local 804, New York City, now provides benefits of \$1,175 on a 30-and-out basis. For example, someone who is 50 years old with 30 years service, can retire with this amount. Also, Teamsters who reach age 55 and have 25 years of service are eligible for the same \$1,175 pension, in this plan.

This is the kind of pension all Teamster plans should be able to provide. The upcoming national master freight contract will tell the tale on this matter. Hundreds of thousands of other Teamsters have their pensions pegged to the rate that will be established in the freight contract.

TDU believes that a pension in the range of \$1,200, and 30-and-out, are practical and necessary. Some pension increase is likely, though not guaranteed in the upcoming freight negotiations as there has been a complete freeze for six years. In the survey sent out to freight members by the International Union, a pension increase was rated the number one priority. The New York plan cited above shows that

least you can count your credits in two funds. Many Teamster pension funds in the east do not have this. The bottom line is that in any change of operations Teamsters should be careful to know what the impact of moving will be on their pension. Otherwise you can end up losing a pension you thought was secure.

a substantial increase is possible, now it's up to the members to let the International know that a token increase will not be acceptable.

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

- qualifying for vesting
- getting top monthly benefits
- changing Teamster pension plans
- impacts of layoffs or decertification
- and much more

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____

name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210

TDU Meets

Atlanta Area TDU
Saturday, March 2
7:30 pm
College Park Fire Station
2236 Sullivan Rd.

Bay Area TDU
Saturday, March 9
3 pm
Lakeview Elementary School
746 Grand Ave.
Oakland, California
Guest Speaker: Ken Paff

Cincinnati Area TDU
Tuesday, February 26
7 pm
Imperial House North
1717 Glendale, Milford
(Near Pearl's Diner)

Detroit Area TDU
Sunday, March 3
10 am
PLAV Hall
Central & Michigan, Detroit
(first block north of Michigan)

Downstate Illinois
Second Annual Educational Conference
Sunday, March 10
11 am - 4 pm
Pleasure Island Bowl
8001 N. University
Peoria, Illinois

Kansas City Area TDU
Sunday, March 3
1 pm
Drury Inn
3830 Blue Ridge Cutoff
(across from Sports Complex)
Kansas City, Missouri

Lansing, Michigan Area TDU
Saturday, March 23
2 pm
American Legion Post 269
Haslett Blvd., Haslett, Michigan
(across from Harry Holden Chevrolet)
The Lansing TDU Chapter meets at the same time and place on the fourth Saturday of each month.

Los Angeles Area TDU
Sunday, March 10
noon
Guirado Park Bldg.
5760 Pioneer Blvd.
Whittier
Guest Speaker: Ken Paff

Memphis Area TDU
Saturday, March 2
3 pm
Denny's Restaurant
2860 Airway

Richmond, Virginia Area TDU
Saturday, February 23
3 pm
Holiday Inn, Bells Road
Exit 8 off of I-95

Sacramento Area TDU
Saturday, March 9
10 am
Bakers and Painters Hall
7125 Governors Circle
across from Local 150 on East Parkway
Guest Speaker: Ken Paff

St. Louis Local 600 TDU
Sunday, March 17
1 pm
Amvets Post 88
8449 North Broadway
St. Louis, Missouri

The St. Louis Local 600 TDU Chapter meets at the same time and place on the third Sunday of each month.

Worcester, Massachusetts Area TDU
Sunday, March 17
9 am
Delisle Goulet American Legion Hall
Rt. 140, Grafton, Mass.
Steering Committee elections will be held at this meeting.

Driver of 40 Years Speaks Out

Organize Owner-Operators

I am now, and have been for over forty years, a Teamster member in good standing; I am now, and have been for years, the *elected* steward of my barn. I am also, and have been for many years, an owner-operator, running just one truck. The simple fact that I am an owner-operator does *not*, as *Convoy Dispatch* seems to imply, mean that I am non-union, not in favor of a democratic union, not in favor of what TDU is trying to accomplish, or pro-management. I do feel that I am sensible enough to realize that management *must* make a reasonable profit in order to stay in business, which some members do not seem to realize, or care about. These are the people that are making it so hard for all the rest of us.

Owner-Operators Were Union

When Hoffa was the top honcho of the union, practically all of the owner-operators in the business were union, and damn proud of it. He made a lot of mistakes, and some sweetheart deals, but basically he favored the working, dues-paying guy, who, as he put it, paid *his* salary and fringe benefits.

Since Hoffa left, the union decided that they did not have time to waste on the owner-operator, therefore, our contracts were for the most part ignored.

The companies could do as they pleased, so the owner-operators for the most part said to themselves, "Why should I pay dues to an organization that does not have time for me, and will not represent me?" And they quietly started leaving the union and making the best deal they could for themselves.

Organizing owner-operators again will not be hard to do, once we get some new leadership in the International. All they have to do is show the owner-operator that he will have a contract that the company drivers do not vote on, any more than he can vote on theirs, and that the contract *will* be enforced, and believe it or not, practically all of them, with a little encouragement, will be doggone good union members.

The whole truth is that ever since

the trucking industry started, there have been *both* company drivers, and owner-operators, and for many years, they worked well together, each complementing the other. There are a lot of loads, in freight as well as in all other types of hauling, that do not lend themselves to a company driver's style, that the average company driver does not want and would not like to haul. The owner-operator, on the other hand, bought his truck for several good (to him at least) reasons. 1.) He wanted to better himself financially. 2.) He wanted a certain amount of independence from the company (no more slip seat, etc.).

I call trucking a profession for a reason; it is a profession, just as much as being a doctor or lawyer is a profession. I have spent just as much time learning this as a doctor or lawyer does learning his, and I am still learning!

I only regret that I must retire shortly, and will probably not be around to see the union as it was in its heyday. But I do intend to keep on working for it as long as I am able to. That is the only reason I joined TDU in the first place—I have a hell of a lot of confidence in my fellow members, wherever they are in this country.

—A Concerned Owner-Operator

"All Time Low" at West Virginia Hall's

In January 1983, Hall's Motor Freight brought Robert Ellis in as terminal manager for their Charleston, West Virginia terminal. Since that time employee as well as customer satisfaction has been at an all time low.

Since his arrival, Mr. Ellis has cancelled nine bids. Of these nine men, six have worked 40 hours or more per week until December 1984, the rest have been working three to four days per week.

In January, 1985, Ellis saw fit to cancel *all* bids. Having done this, he is not following the rules of seniority when calling the men to work. The men are being harassed and provoked because of these procedures, and productivity is being questioned, but no figures are being produced to use as a comparison.

Relief has been sought through the BA, but none has been found. The agent is a long time friend of Ellis, as they used to work together at Point Express. If and when a grievance is heard it takes six to nine months to resolve.

Further, general working and safety conditions have been ignored. Equipment goes for weeks without repair. A recent fuel pump leak (which was reported three consecutive weeks prior

to the accident) caused injury to a driver. He laid on the ground 30 minutes before being discovered.

The Charleston division of Hall's used to work as a happy, productive team. But since Ellis' arrival, things have changed. The men are dissatisfied because of what they know to be unfair treatment, and long time Hall's customers no longer call because of the attitude Ellis has.

Let's let Hall's logo "We're Pulling for You" stand for something. Let's have it stand for pulling for customers, pulling for employees and pulling for the company.

Let's have the main office take note: Hall's employees want to pull for Hall's. Please give us someone to help do that and not work against us.

—Concerned Hall's Employees

W. Conference To Raid SEIU?

The Western Conference may launch yet another major Teamster raid on another union, this time the Service Employees International Union (SEIU). The Western Conference has hired a firm to conduct a "survey" among 10,000 California state maintenance and road repair workers, who are currently in the million-member SEIU. Western Conference official Bill Grami is overseeing the project.

The survey purports to be neutral, but states that if there is enough interest, the Teamsters will step in and raid the SEIU unit. Reportedly, the national officers of SEIU are attempting to talk to Presser about the matter and settle it peacefully.

The move follows the initiation of attempted raids on the International Typographical Union, United Farm Workers, and other unions. Presser has a strategy of "organizing" which involves raiding other unions to gain members who are already organized. TDU and many other Teamsters favor a different strategy of launching major organizing drives in key Teamster jurisdictions such as freight and cartage, construction, warehousing and cannery workers.

Special UPS T-Shirts Available!

Show your feelings about the contract extension with these special t-shirts. Designed by UPS Teamsters out of Jacksonville, Florida, the come in either light brown or white. Order yours today. Price is \$7 a piece.

White: Med.____ Lg.____ Xlg____
Lt. Brown: Med.____ Lg.____ Xlg____

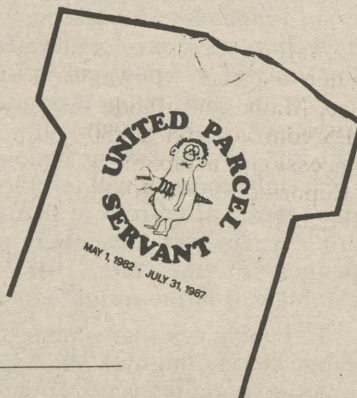
Total shirts ordered_____ Amount enclosed_____

Name _____

Address _____ Local # _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, MI 48210





UPS Teamsters sporting t-shirts that express their views outside the Southside Center in San Antonio, Texas.

One San Antonio TDUer writes, "We know our brothers and sisters across the country express the same sentiment as our t-shirts proclaim (United Parcel Servants). Over the years Teamsters have struggled and sacrificed for our rights. In Texas the struggle continues, but progress is slow. If we are not diligent, we lose ground. Our greatest enemy is apathy. We wholeheartedly support your efforts with TDU, and hope our next contract will reflect everyone's hard work."

Get Involved—Your Job Depends On It

"If I don't rock the boat and cause any trouble, I don't have to worry about UPS firing me."

That may sound good in theory but not in reality. Take the example of Terry Barnett, package car driver from the Alton, Illinois center with over 11 years seniority:

On Friday, October 19, 1984 Terry was involved in an accident. Fortunately, there were no injuries and reportedly only \$2,000 damage to both vehicles. Terry did receive a ticket for failure to slow down to avoid an accident. On Monday, center manager Steve Anderson told him he was suspended pending investigation of his accident.

On November 6th he was told that he was terminated. The only help he got from the union steward was the Local 710 telephone number in Chicago—300 miles away. He reached 710 Organizer Bob Falco. He told Terry to file a grievance stating that he was appealing the discharge.

Before going to Chicago for the

hearing, Terry got information on four accidents that were more serious than his and didn't lead to any firings. He also had a witness willing to swear that there was no way that he could have avoided the accident.

Falco made himself available to Terry for a couple of minutes before the grievance hearing. When Terry told him about the evidence he had brought, Falco told him not to mention it in any way, claiming that UPS would use it against him. He also told him that if he started talking too much, he would tap him on the leg as a sign to stop.

In the hearing, all that Falco said was, "This was not that serious an accident and Terry should be reinstated with full compensation and seniority."

The whole hearing lasted about 15 minutes. Then Falco came out and told him that the firing was upheld.

So the next time you think you're better off not getting involved, think about Terry Barnett.

Local 804 Working to Counter Pressure

All-Out Attack by UPS at Maspeth, NY Hub

Things have been on edge lately at the Maspeth Hub (on the outskirts of New York City) with District Manager Tom Petley apparently sent down from regional to clean house. Over 100 management personnel have been replaced, with a great portion of them quitting. If this is the atmosphere for management, you can imagine the pressure being applied on union people.

Lenny Marotta, a business agent for Maspeth, hasn't been seen for a while. Local 804 President Ron Carey has been a real workaholic during this tough time, seemingly working around the clock to handle problems in the building.

Workers are being disciplined for less than 1/4 of 1% errors in loading and the old stand-by of poor production is being generously distributed. Friday morning, January 25, Carey tried to speak to the Maspeth mem-

bers, but the company told him to have any talks off their company on his own time.

A meeting was held at the union hall that morning that cleaned out the Maspeth building. Management promptly sent out SOS's to supervisors to try and fill the shoes of these hard working people. Even though over 250 of them were rushed in—dead wood comes in handy now and then—supervisors from Connecticut were still picking up the slack a week later.

On Saturday, February 2, UPS placed a help wanted ad in *Newsday* seeking drivers for the Brooklyn-Queens area, but at last report all union members who didn't make it to work after the union meeting were given a warning letter informing them that a three day suspension would be enforced at the company's convenience. As of February 13 no suspensions have been attempted.

Roadway Parcel Service Starting in March

Bargain Now to Make Roadway 100% Union

Roadway Express, the nation's largest freight hauler, is starting up a package service to compete with UPS. The new subsidiary, Roadway Package System, will start up in March and will initially service major markets in the northeast and midwest. It will be based in Pittsburgh, Pennsylvania, with hubs in York, Penn. and Chicago and Columbus, Ohio.

Service is slated to expand to the south later in 1985, and eventually coast to coast service will be offered. And, it will be non-union and use owner-operators to move the packages.

At this time, our International Union is bargaining with Roadway Express over the new National Master Freight

Agreement. We have some 15,000 Teamsters at Roadway, who are capable of bringing it and its profits to a halt. We feel that bargaining power should be used *now* to ensure that Roadway Package System will be 100% union.

The alternative is the union letting this grow as a non-union cancer now, then whining later that we have to take even more concessions (\$8/hr. drivers, etc.) to "compete." Why not deal with the problem before it gets out of hand? You might suggest that your local communicate the urgency of this situation to the Marble Palace in Washington.

Hang UPS News of UPS Workers

Northeast Mechanics Take Concessions.

UPS mechanics represented by the International Association of Machinists (IAM) in the New England states have a new contract. Mechanics working in Massachusetts, Vermont, New Hampshire, Maine and Rhode Island will get the same wage increases as the IBT/UPS contract—68/50/50 and a \$1,000 bonus. They were also forced to take concessions: a flexible workweek (any five days), and part-time mechanics. Reportedly, Washington, D.C. and Maryland area mechanics have gotten the same contract.

More Local Union Vote Counts.

We have received the vote counts for two more local unions—Springfield, Mass. Local 404 and Albany, New York Local 294. Springfield Local 404 UPS members, where there is an active TDU chapter, voted the contract down by a margin of 126 to 53. Opposition was also strong in Albany Local 294, where the vote ended in a tie—208 to 208. Until recently, there has not been TDU activity in this local.

Twenty-seven locals have gotten their vote counts. There is no reason why yours shouldn't be able to also—ask them to request it from the International Union.

100 Pound Weight Limit Soon?

Roadway is slated to begin small package delivery in March (see article this page), and has stated that they will be taking packages up to 100 lbs. in weight. Is it likely that UPS will lag behind?

IBT Appeal on Fair Contract Vote Thrown Out by Judge.

In the November issue of the *International Teamster*, Jackie Presser did some big talking about the court case TDU won to protect our right to vote on contracts. He said they would appeal the judge's decision and seek \$80,000 in fees from TDU. Well, on January 23 the IBT's appeal was dismissed by the court, meaning Presser lost.

At the same time, the injunction (which ordered a revote on the contract) was dissolved, but the precedent stands for all future contracts.

New Name Wanted.

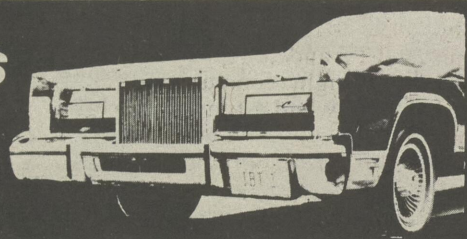
At the UPS meeting at the TDU Convention in October, suggestions were made that the "HangUPS" name on this column be changed. Any ideas? We'd like to hear yours if you have one, or hear what you think about some of our ideas. So far, we've come up with "UPS and Downs" and "UPS Newswatch."

If your suggested name is chosen by the UPS/TDU Steering Committee, you win a "United Parcel Servant" T-shirt. Let's hear your ideas!



Pepsi workers Jean Knafel, Karen Wuchich and Martha Lassnacht.

Your Dues Pay for This?



Dorfman's Legacy: Court Orders Heirs to Pay \$4.4 Million.

Survivors and businesses of Allen Dorfman will pay the Central States Health & Welfare Fund the sum of \$4.4 million in a court approved settlement. The settlement was a small fraction of what the fund claimed that Dorfman owed. The Department of Labor contends the deal made between the Fund and Dorfman in 1975 was illegal, designed to benefit Dorfman and not the members. Jackie Presser was a Trustee at the time and approved the deal.

Dorfman was murdered on January 20, 1983, one month after he was convicted along with Roy Williams and others of conspiracy to bribe a U.S. Senator. But his family and associates are assured of a comfortable life, due to the millions derived from his association with the Central States Fund. Dorfman's legacy for the members lives on as well. Just recently five people were indicted for a money skimming operation in the Michigan Health and Welfare Fund. Dorfman was involved in that, too, as International V.P. Bobby Holmes, Bob Coy, and other union and management trustees brought him to their meetings and made the deals involved.

Local 186's Fry Still Trying.

As reported in the last issue of *CD*, Martin Fry, ex-Secretary-Treasurer of Local 186 in Santa Barbara, lost his job after passage of the TDU supported Labor-Management Racketeering Act, and appointed Gregg Boverson as his successor.

Boverson seems to be trying to return the favor. In late January, a rumor went out that there would be a vote at the February 14 membership meeting to authorize that the union pay Fry's legal expenses to appeal the constitutionality of the law.

Nearly 50 angry members showed up at the meeting. Seeing all of these unfriendly faces, Fry, Boverson, and company first tried to deny them the floor, then claimed that they had never intended to bring the matter up. At that point, a member made them read the minutes of the last executive board meeting, which exposed their lie.

As Terry Rogers of the Del Monte plant in Oxnard told Fry, "You have been convicted, and we have to assume that you are guilty. We have no legal right to give you money, and we're not going to!" By this time, the local had backed down completely, stating that any appeal of the bill would have to be handled by the International Union.

"Big Lie" Hits Local 624 in California.

BA Joe Powers of Local 624, a small general local just north of San Francisco, has been teaching members and officers alike a lot about "the big lie," which is sometimes more believable than a small one. Powers had only been a business agent for three months when Secretary-Treasurer Don Azevedo had a serious heart attack and entered the hospital in early January.

Powers called an emergency meeting of the remaining six executive board members. He told them that unless they signed a document declaring him temporary secretary-treasurer the local would be in trusteeship and controlled by International rep Leroy Nunes the next day!

Powers not only had no legal authority to call a special meeting, he doesn't even sit on the executive board. There is nothing even faintly representing "temporary secretary-treasurer" in either the local or International bylaws. Nor is there anything which gives a local executive board power to sign away the principal officer's position on a temporary basis. Finally, the IBT constitution makes it clear that any trusteeship can only come after charges, a hearing, weeks of deliberation, etc.—never "tomorrow morning."

Temporarily, at least, the big lie worked, and the board was buffaloed into signing the document.

Local 348, Akron, Ohio

New Pepsi Generation Seeks Equal Pay

Four women employees of Pepsi Cola Bottlers of Akron, Ohio have sued the company for alleged sexual discrimination over pay and job classification. IBT Local 348 has also been brought into the lawsuit for failure to represent the women employees. A settlement is now being worked out.

The suit alleges that Pepsi set up a Class B classification (which is all women) and that Class B women are doing comparable work to the Class A men.

The women work on bottling and canning lines and in the syrup room, alongside men who make 15c per hour more. All other jobs in the plant are held by men. There are no women truck drivers, tow motor operators or women in supervision.

Women with high seniority have been automatically laid off in the slow months, and men with less seniority, or men just hired off the street, would work in the place of the women.

Jean Knafel, one of the litigants, said, "We've all been ostracized at work and are continually harassed by management for sticking up for our

rights. For the last two contracts, the senior men have voted for equal pay for us women. But with the addition of a lot of new hires, who don't understand unionism or have no confidence in the union, the company has been able to use them against their fellow employees."

Not First Suit

This isn't the first sexual discrimination suit filed against Pepsi of Akron. Another suit was brought in 1982. Since that time, the number of women in the plant has dropped from fourteen to only six.

"We're looking for stronger support from the union and good representation, not only for the women, but for all the employees. It's a sad situation, but the senior men feel the union is totally helpless, and the new hires follow whatever the company says," Knafel told *Convoy Dispatch*.

Terms of the settlement are currently being worked out. But, for now, the women at Akron Pepsi are determined to push for their rights and the rights of all employees in the plant.

Dockworkers Say 'No' to Toxic Chemical

Are you one of those workers in freight who is learning more than you ever wanted to about toxic chemicals? Dockworkers at Yellow Freight's South San Francisco barn have decided that it is better to be safe than sorry when dealing with unknown materials.

On January 16, a Yellow city driver picked up 16 drums from the dock at Nielson Freight Lines. They didn't have any original paper work with them, and the Nielson main manifest described them as "oil emulsifier". At his next stop, the driver noticed that one of the barrels was leaking. He called in, and was told to go ahead and finish his route.

By the time that he got back to the barn, the stuff was leaking out from under the door. Not surprisingly, the swing shift didn't want to do anything without knowing what it was. When the supervisor couldn't get them to unload the truck, he called the branch manager, who from 40 miles away and with no idea what the chemical was, said, "Just give them a direct order and they'll do it."

That wasn't good enough for the dockworkers. They had the backing of their stewards in refusing the order, so the company finally had to do what they should have done in the first place: call their hazardous materials division.

Lo and behold, what was leaking was a dangerous herbicide that had been banned in the state of California for years! The workers were so furious at Yellow's attempt to push them around that they began calling every phone number in the book until they got OSHA, the Coast Guard, and several other agencies down to the barn.

The company was cited and the leaking drum was sealed up and hauled off to a toxic waste dump. And the driver? You guessed it! The company had to blame someone, and gave him a letter of intent to fire. (The Bay Area NMFA has "innocent until proven guilty"). The panel reduced that to a two day suspension.

Clearly this story shows how crucial it is for all local unions to put together training on the safe handling of toxic chemicals that covers safe methods and also an explanation of workers' rights on getting information on chemicals and turning them down.



Presser may be indicted anytime now, so make sure to get your button before it is too late! Show your feelings about the man who made over \$500,000 last year while thousands of Teamsters were out of work.

Prices: \$1 for 1; 50c each for 10 or more; 35c each for 50 or more. Mail your order to TDU, Box 10128, Detroit, MI 48210.

TDU Chapters on the Move

NYC/Long Island

Over 80 Teamsters attended special educational conferences sponsored by the Long Island and New York City TDU chapters. Workshops were given on *Your Legal Rights as a Teamster*, and *Using the Grievance Procedure*.

The educational conferences attracted several new Teamsters to the TDU movement in the area and gave local Teamsters the opportunity to discuss common problems and activities.

As a result of the conferences and several chapters working together on it plans were made for a NY/NJ regional newsletter which will be put out soon. Area TDUs are hoping this will enable the chapters involved to work more closely together and coordinate their activities.

Plans have been made to hold a regional leadership training session for activists in the NYC, Long Island, Hudson Valley and New Jersey areas. If you would like to hold educational workshops in your chapter or area contact the TDU National Office.

Charleston, W.Va.

The Charleston chapter recently hosted a meeting on truck safety and the transport of hazardous materials.

According to reports, the meeting was successful, and led to an article in the *Charleston Gazette* with an interview with TDuer Dewey Wherry. Proper handling of hazardous materials is a big issue in the Charleston area — Union Carbide and other major chemical manufacturers have plants located here which make, among other things, the chemical that killed thousands in Bhopal, India.

South Bend, Ind.

Another TDU chapter was kicked off in South Bend Local 364 in December, and has been growing strong. Since the founding of the chapter, TDU members have put out a local newsletter to hundreds of Local 364 members and organized a contingent for the general membership meeting in January.

At the February 3 chapter meeting, some forty Teamsters from freight, construction and manufacturing came out in the sub-zero weather to make plans for the growth of the chapter. Local 364 officials have definitely taken notice. With the appearance of the chapters' newsletter Local 364 has announced they too will be putting out a paper for the first time in history. Local officials have also announced that they will begin to post notices for the

monthly general membership meetings, a demand made by TDU members at the January meeting.

Chapter leaders hope that their early successes will continue and invite all area rank and filers to contact them at PO Box 841, South Bend, Ind. 46224 or call 219-288-5468 for more information on their activities.

Atlanta, Georgia

Atlanta area TDUs have been a busy crew over the past half year. With organizing against production harassment at McLean, road driver problems at CF, and reaching out to several other freight companies, the chapter has barely had a time to catch their breath.

But the effort has been worth it. As the chapter recruits more TDUs every week it has brought in several new activists to continue the fight to make Local 728 the best local it can be.

At the February 2 chapter meeting plans were announced for by-law changes in Local 728 and a discussion on the current National Master Freight campaign. As always, several spouses were on hand to add their ideas and energy to the chapter's activities.

With many new members and a core of dedicated activists the chapter has announced elections for their first steering committee at the March 2 meeting to be held at the College Park Fire Station, 2236 Sullivan Road. The chapter wishes to extend an invitation to all rank and file Teamsters interested in TDU and to all members to attend this very important meeting.

Worcester, Mass.

Worcester, Massachusetts TDU is very much on the move, signing up members (the chapter is number 5 nationally for recruitment) and setting plans for the future. They recently

hosted a meeting with National Organizer Ken Paff on hand to discuss the freight and carhaul contracts and address issues of concern to UPS members. TDUs from Hartford, Providence and Springfield drove a good distance on a snowy day to help out at the meeting, and several new freight people joined up.

Chapter newsletter editor Joe Day reports that he has a number of articles on hand and that the first issue of the newsletter will be published in the near future.

Thanks go out to Worcester Anchor Motor Freight members who took the time to attend a TDU meeting in Albany, New York a couple weeks back — this dedication is a big help in spreading the word on TDU, and helping new areas to get organized.

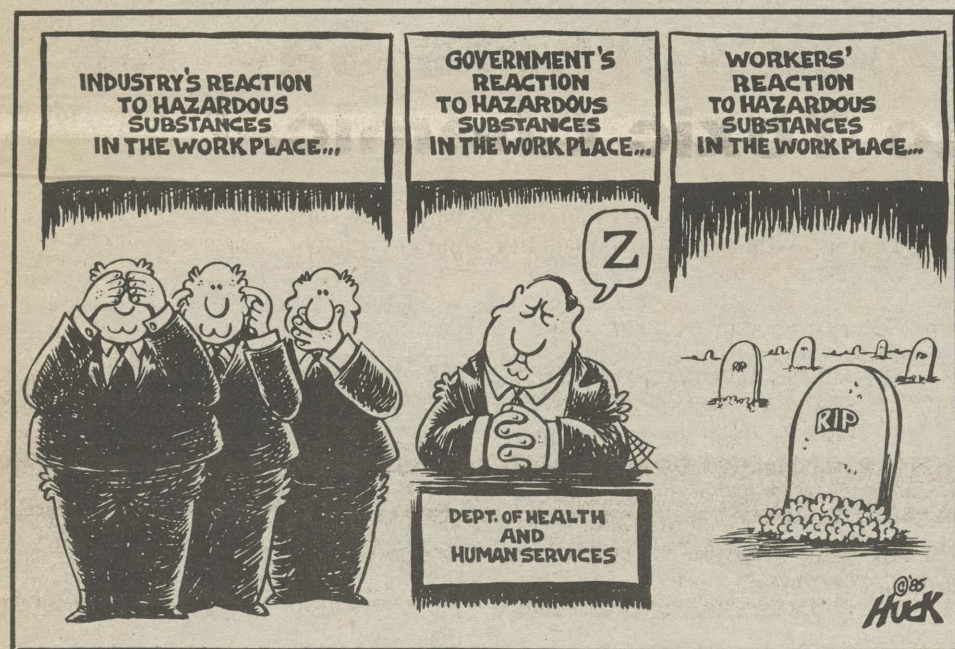
Eastern Pa.

Several by-laws changes were submitted at the January 6 Local 229 meeting by TDUs and other reform minded Teamsters.

The proposed by-law amendments include the right to elect stewards every two years; the right for retirees to attend local meetings; the proposal for a special meeting to be held two months prior to the IBT Convention in 1986 to discuss possible amendments to the International Constitution; and a right to ratify by-laws by a simple majority instead of the 2/3rds vote currently needed.

The by-laws change vote will be held either in April or in May (the regularly scheduled union meeting for April falls on Easter).

The Eastern Pennsylvania TDU chapter urges members to attend the local union meeting in March to find out about the by-law vote and support these changes vital to the democratic functioning of the local.



Raw Deals Spread in Benicia Local 490

In a move that may set a bad precedent for the upcoming northern California grocery contracts, workers at the Ace Hardware distribution center in Benicia, California got stuck with a contract that includes a company-designed productivity program, a lower new hire rate and a severance pay buyout. This move has succeeded in getting rid of almost all employees with more than ten years seniority.

This is not the only raw deal going down in Local 490. Sec.-Treasurer Casey Sawyer has succeeded in getting the members at Hadley Auto Transport up in arms, allowing Hadley to go to a seven day operation, eliminating weekend overtime pay for yard employees. Instead of the promised increase in the workforce, the company has begun to employ more

casuals, few of whom are gaining seniority.

Hadley road drivers are also upset by the handling of a complaint by some drivers against the traditional practice of taking home trucks. Instead of getting a consensus on what all of the drivers wanted, Sawyer processed the grievance, without even informing most of those who would be affected by it.

As a result, instead of democratically solving the problem, he has angered a large number of carhaulers. Several of them came to 490's February meeting vowing to work toward a change in Local 490 in the December election, and to get together with other carhaulers in their local to have more say in their own affairs.

Get a
Convoy Dispatch
Bundle
Each Month!

CONVOY DISPATCH
Members Saying No
To Sell-out Rider!

Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle subscription with the next issue. You'll be billed for future bundles. Just \$3 for 10, \$4 for 20, \$5 for 50, and \$9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Warehouse ☐ Other _____

Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Carhaul Management Contract Strategy:

"Take Now, Negotiate Later"

Moves by carhaul management to unilaterally change our contract are nothing new. But the last six months have seen a flurry of company imposed changes with no possible basis in the current contract. The employer proposals for the next contract reveal a method to this madness. In several cases, these changes are an effort to put into practice some of the employers' contract proposals so they will be accomplished facts during negotiations. Unfortunately, the top union officials responsible for policing our contract have done nothing to stop this.

Cut in stewards' vacation pay—just the start. On November 2, 1984, Leaseway Vice President for Industrial Relations Dan Sandy asserted in a memo to all Teamsters, "We are not contractually obligated to pay premium pay to shop stewards by using the

20 hours for vacation percentages."

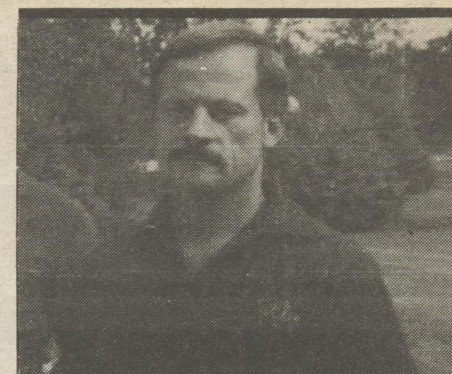
The employers' proposal for all vacations in the Eastern Conference (Art. 49) would merely modify "earnings" to "wages earned." The Western Conference has a similar "minor" wording change (Art. 41). But the real meaning is clear in the Central Conference company proposals (Art. 50), "Vacation pay computation shall exclude all payments for sick pay used and unused, prior year's vacation pay, holiday pay, stewards' pay, jury duty pay, and forms of payment not associated with work performed."

Straight time for weekends in the shop and yard. The so called flexible work week was recently imposed at Commercial Carriers in Dearborn, Michigan. Despite the lack of any contractual basis for the pay cut, Local 299 was denied strike authorization by the International Union. But, you

guessed it, this is another takeaway demand the employers are making in negotiations.

Mandatory ABC dispatch is the latest attack by Anchor in Wilmington, Delaware. And look at the employer demands on Article 41: "Provide mandatory ABC dispatch."

These and many of the employers' takeaway demands may or may not find their way into the proposed contract we will be asked to vote on in June. But no carhauler can say we have not been warned. This is the direction the employers are pushing. So far the union has stood back, or actively helped them rewrite our contract. The only thing that will stop this downward trend is a solid group of Teamster carhaulers prepared to vote no on a contract until it is both just and enforceable.



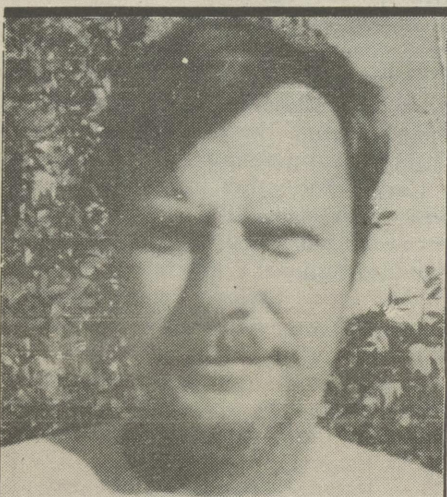
Alex Kubilis

C & J

Local 580

Lansing, Michigan

We've watched the companies keep extending half-rates and forcing through the running mile despite a lack of proven need and their profits. We have got to educate the new drivers who are being hired in now. And we have to make sure all carhaul Teamsters vote in an informed way when the contract is up. We have to start now.



Brent Severson
Pacific Motor Freight
Local 63

Los Angeles, California

In the east they worry about the running mile, but out here we worry about the flat rate. All flat tires, dead batteries, lost cars and hard loading streets will be our problem if the flat rate gets in. But we are doing something about it before it's too late—joining TDU.

Carhaul News:

Death, Theft and Family Affairs

CCI running mile wrinkle—CCI has set up a new running mile operation from Dearborn to Arlington, Texas—in sleeper teams. Drivers split the running mile formula.

Anchor has no shame. Anchor has fired many people for supposed dishonesty—often minor errors on log books, motel receipts, etc. But they sure don't worry about setting an example. The new C-S-11 rigs are routinely pulling out of Linden both overweight and over length. The company has posted instructions for evading nearby New Jersey scales, but drivers are losing lots of time en route.

Speaking of theft, Wilmington Anchor management has arbitrarily cut maximum loading time to 2 or 2 1/4 hours, and 3 in foreign terminals. To try and dodge the challenge by Local 326 to this unilateral pay cut, Anchor is arguing this is not incentive loading, but instead comes under "a fair day's work for a fair day's pay."

Drivers out of **Pontiac Local 614's**

new Anchor terminal are also being robbed each time they run a competitive to Framingham. Framingham drivers on the run are paid 732 miles, but Pontiac drivers are getting only 660 odd miles for the same trip.

Carhaul management—a family affair. We all know carhaul management coordinates activities to whipsaw Teamster carhaulers into lower wages. But the situation with the Sandy family is getting ridiculous. Dan Sandy, Sr. is the labor relations hatchet man for Anchor's schemes to steal more money from drivers. And Dan Sandy, Jr. works in a similar role for United Transports. Now, Mike Sandy of Complete Auto in Cincinnati turns up as an employer rep on the Central Southern Negotiating Committee. It's too bad that union reps like Sam Stintzman throw a fit at even the simple suggestion that stewards at Complete should meet to combat company divide and conquer schemes.

Loading Pay Limited

Southern California PMT drivers are also facing pressure on their loading time, until now paid on an hourly basis. Management has recently been threatening to limit loading pay to 10 minutes per unit. Drivers' concern should be increased by a long proposal from management to change the paid-for-time clause to "stop employee abuse" and "control costs." Instead of laying their cards on the table, management proposes "a dialogue between us to ascertain if we can mutually reach practical and equitable solutions." By "us" do you suppose they mean the employees or just a few select union bigshots in Scottsdale?

Beware of Delevan 11-cars! Drivers at Complete in Moraine, Ohio report that when loaded with 10 small pickups, they present a deadly danger. The number 5 position unit is loaded at such an angle that units have slid backwards when being unchained. Will CAT, Delevan or GM correct this problem before an arm is crushed or a driver killed getting in or out of the unit?

Compared with the UAW, our rights in negotiating local riders are worthless. In the recent UAW negotiations with GM, many local unions increased their bargaining power by gaining strike sanction from their International. Before the national contract was signed, sixteen local strikes took place, and after the contract was signed another dozen were authorized.

Morain, Ohio CAT gets more beserk behavior from Wendell Quillen, who is not principal officer of Dayton Local 957, but acts like it. He's been trying to give CAT a deal where every other load will automatically be half rate. In the past he's held no votes on such deals, but is being challenged, so he tried to slide this one through. On February 6 he posted a notice for a meeting, with no mention of any vote. The steward said no vote but, you guessed it, on Sunday, February 10, Quillen tried to ram through an okay of the deal. All objections were met with, "Sit down and shut up." But since the deal violates the contract, and the vote violated the law, a restraining order has been obtained to prevent the deal.

PMT has moved all of its Alameda County drivers down to a new railhead in Milpitas.

In the past, loaders and drivers were on the same seniority list, with a yearly option to switch from one board to another. In the course of the move, a new company, Bestway, has taken over the unloading operation and gone to an all non-union crew working on an incentive that barely beats minimum wage.

Union, Employer Proposals

Space does not allow a full description of the 133 pages of employer and union proposals for the carhaul contract changes. TDU will soon print a special bulletin outlining the changes. To make sure your terminal gets the news, contact TDU. Full copies of the proposals for your conference can be obtained by sending \$5 for postage and copying to TDU.

The Good, the Bad and the Worst

continued from page 1

solidate the coup they achieved during the last contract on entry level (two-tier) wage rates by incorporating these rates and conditions into all supplements. They want to extend two-tier wages to "all drivers and mechanics hired after June 1, 1985," and "insert special transfer rates" for drivers transferring to hourly because of disability.

To escape the meager restrictions of Article 22, they propose "to provide for adoption of wage and working condition modification by a Job Preservation Joint Committee without ratification of employees."

They also want a "Productivity Review Joint Committee" to cut sick, personal holiday and vacation pay and cost of living by basing "such payment upon work performed."

The union's proposals on national language contain some good provisions on safety, extension of recall

rights, and restrictions on double breasting and subcontracting. But they are most notable for what they leave out. Our contract is being rewritten every day, and thousands of grievances are piling up in our grievance procedure. The union's proposals contain nothing definite to address these problems.

The union proposals are also silent on the elimination of the two-tier hourly wages imposed in 1983. On both two-tier wages and the running mile there is still room for the union to strengthen its position under the economic demands, which have not yet been submitted. Mike Robilotto, carhaul business agent of Albany Local 294, told members there that a stronger union position would be forthcoming. However, it will take a strong and vocal protest from local officers and the threat of a no vote from the members to force the top Teamster officials to bargain according to the members' wishes.